

# Market Range Detail - Educator - Bachelor's

## Effective Date

February 6, 2008

## Market Range Title Description

This market range title is differentiated from the Educator market range title in that incumbents must hold a Bachelor's degree or higher.

Positions in this market range title are responsible for assisting in the development and implementation of a multicultural curriculum and ensuring compliance with Federal, State and Head Start regulations. Primary job duties include: assisting with recruitment and enrollment of children and families; providing training to parents and pregnant women on early childhood education/development, health and nutrition, social services and parent intervention; maintaining responsibility of children and their safety and communicating daily with parents; documenting, completing and maintaining weekly observations, formal assessments and children records; assisting in the development and implementation of the Individual Family Service Plans (IFSP); attending parent conferences. Incumbents may also be responsible for coordinating home visits; planning and assisting in child transition from the Head Start program into Kindergarten; providing guidance to teachers on implementing curriculum, assisting in lesson planning, serving as a mentor and conducting training and may substitute in the absence of a teacher.

## Market Range

### Minimum Hourly Rate

\$15.19

### Midpoint / Hiring Maximum

\$18.47

### Maximum Hourly Rate

\$21.75

## Likely Minimum Qualifications

- Bachelor's Degree in Early Childhood Education, Education or closely related field
- Certified Development Associate for Infant/Toddlers (CDA)

## Working Titles

- Early Head Start Teacher
- Head Start Teacher
- Home Base Visitor
- Mentor Teacher

### Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.